

PERSONNELAffirmative Action Employment Practice PlanA. Generally

The school board reaffirms its policy that no present or prospective employee shall be discriminated against because of race, color, religion, national origin, age, sex, disabling condition, or political affiliation. Qualified candidates will be recruited, selected and employed by the division without discrimination in any employment practice. The superintendent shall be responsible for developing a plan that implements the intent of the board.

B. Upward Mobility and Training

The school board assures all employees of the same opportunities for upward mobility within the school division. All such movement within that division shall be based solely upon the employee's qualifications, performance, ability to assume a higher position, the availability of an opening at an advanced level, and the willingness of the employee to accept greater responsibility.

Supervisory personnel shall adhere to this policy and shall be informed of their responsibilities in the areas of human relations and equal employment opportunity requirements.

All employees shall be encouraged to grow in their assigned positions and to take advantage of educational opportunities for growth afforded to all personnel.

C. Evaluation and Review

The superintendent shall ensure that the goals, objectives and effectiveness of the affirmative action plan are monitored and are evaluated periodically in accordance with evaluation process developed pursuant to the standards of quality.

Equal Employment Opportunity

The School Board of Stafford County, Virginia, is an Equal Opportunity Employer, committed to

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Affirmative Action Employment Practice Plan (continued)

Equal Employment Opportunity (continued)

nondiscrimination in recruitment, selection, hiring, pay, promotion, or any other personnel action affecting any of its employees.

Discrimination and personnel actions on the basis of race, sex, age, color, religion, national origin, political affiliation, or disability are prohibited.

All personnel actions shall be consistent with this policy.

The division superintendent shall be responsible for developing a plan that implements the intent of the school board.

Refer to Regulation 5-6, "Regulations Pertaining to Equal Employment Opportunity."

Legal Reference:

Americans with Disabilities Act of 1990.

Equal Pay Act of 1963.

Civil Rights Act of 1964 (Title VII).

Age Discrimination in Employment Act of 1967.

Section 504, The Rehabilitation Act of 1973.

U.S. Department of Health, Education and Welfare/Office of Civil Rights, Final Title IX Regulation Implementing Education Amendments of 1972 Prohibiting Sex Discrimination in Education.
(Effective Date: July 21, 1975.)

Adopted by School Board: March 12, 1991

Amended by School Board: June 9, 1992

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